

Dr. Dawn M. Baglos, Chief Human Capital Officer  
Office of Human Capital Management

- SUBJECT:**
- 1) RECOMMENDED ACCEPTANCE OF AGREED UPON DISCIPLINARY ACTION
  - 2) RECOMMENDED ACCEPTANCE OF DISCIPLINARY ACTION PENDING APPEAL

**LINK TO STRATEGIC PLAN:** **HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF**

This item seeks the Board's approval for employee disciplinary actions that are 1) agreed upon by the employee and 2) pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested. The employees listed herein were provided written notice of the recommended disciplinary action in their respective cases.

REVISED

- RECOMMENDED:**
- 1) That the School Board of Miami-Dade County, Florida, approve the Superintendent's recommendation for disciplinary action, which has been agreed to by the employees.
    - A) Duvier Morales: suspension without pay from his position as Para I-Therapeutic at North Miami Beach Senior High School, for seven (7) workdays, effective February 10, 2022, for just cause, including, but not limited to: gross insubordination; excessive absenteeism; and violation of School Board Policies 4210, Standards of Ethical Conduct; 4210.01, Code of Ethics; and 4430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.67, and 447.209, Florida Statutes.

**Revised  
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- B) Carlos A. Ponce: suspension without pay from his position as Teacher at Dr. Robert B. Ingram Elementary School, for fifteen (15) workdays, effective February 10, 2022, for just cause, including, but not limited to: misconduct in office; gross insubordination; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3213, Student Supervision and Welfare. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.
- 2) That the School Board of Miami-Dade County, Florida, approve the Superintendent's recommendation for disciplinary action, pending the outcome of an administrative hearing or grievance/arbitration proceeding, if requested.
- A) Kenia M. Rarick: suspension without pay and initiation of dismissal proceedings from her position as Teacher at Bob Graham Education Center, effective February 10, 2022, for just cause, including, but not limited to: misconduct in office; continued gross insubordination; excessive absenteeism; and violation of School Board Policies 3210, Standards of Ethical Conduct; 3210.01, Code of Ethics; and 3430, Leaves of Absence. This action is taken in accordance with Sections 1001.32(2), 1012.22(1)(f), 1012.33, 1012.67, and 447.209, Florida Statutes; and State Board Rules 6A-5.056 and 6A-10.081, FAC.

REVISED